

## **The 2008 Annual Conference and Carol F. Schiller Award Luncheon**

Register *now*-Save on registration before 10/31!

### ***“New Horizons in Discrimination Issues - 2009 and Beyond”***

**November 13, 2008 – Radisson USC Hotel, 3540 S Figueroa, Los Angeles 90007**

Registration/Networking start at 7:30 a.m. - Program 8:00 a.m. to 4:00 p.m.

This year's ERTSC conference is packed with new information you can use:

- ✓ **A Legal, DFEH and EEOC Update will be provided**
- ✓ **“New ADA Amendments – How Do They Affect California Employers?”**

This conference session will feature a summary of the new amendments to the ADA, the effect of the amendments on the FEHA, a plaintiff's lawyer's perspective and an employer's lawyer's perspective

- ✓ **New EEOC Guidance on Applying Performance and Conduct Standards to Employees with Disabilities**

May a supervisor require that an employee with a disability perform a job in the same manner as a non-disabled employee? If an employer gives a lower performance rating to an employee and the employee responds by revealing they have a disability that is causing the performance problem, may the employer still give the lower rating? May an employer only discipline an employee whose misconduct results from a disability for conduct prohibited in an employee handbook or similar document? And other questions answered.

- ✓ **The Neiman Marcus Case – (FEHA):** What it tells Us About the Interactive Process

An attorney will bring you up to date on issues addressing the ADA interactive process in the workplace that are addressed in this case.

What mistakes were made?

What can you do to protect your company and ensure that your disabled employees are treated in a lawful manner?

- ✓ **“Religion in the Workplace”**

New EEOC Guidance & Best Practices

New guidance from the EEOC regarding accommodation and other issues addressing religious accommodations, including employment decisions based on "religion," religious practice versus secular practice, types of religious practice or observance, personal preference as a religious belief

## **Carol F. Schiller Award**

Over lunch, the Carol Schiller Award will be presented to:

**The Reverend Cecil L (Chip) Murray**, Reverend Murray is being acknowledged for his many contributions to supporting diversity and fighting for civil rights. He holds the John R Tansey Chair in Christian Ethics at the University of Southern California and before retiring he served for twenty seven years as pastor of the Los Angeles' First AME Church where his ministry extended from celebrities, to parishioners, to persons with HIV and the homeless. He is a senior fellow at the Center for Religion and Civic Culture, where he works to improve relationships between the African-American and Latino Communities

**About the ERTSC** The Employment Round Table of Southern California (ERTSC) is a non-profit corporation dedicated to the elimination of bias in the workplace and the education of the employer community about issues relating to employment discrimination, harassment, retaliation, and other issues covered by the California Fair Employment & Housing Act. ERTSC has a volunteer board composed of human resources professionals, attorneys, and others from public and private employers who work in cooperation with the California Department of Fair Employment & Housing (DFEH).

## **The 2008 ERTSC Fall Conference and Carol F. Schiller Award Luncheon**

---

### ***Register now!***

Send your check, payable to **SCERT, Inc.** with this registration form, to Ms. Cathy Bell, 2241 Murphy Hall, UCLA, Box 951405, Los Angeles, CA 90095-1405 by November 9. SCERT Corp. ID No. is 95-4464626.

Fees are \$110 before October 31; or \$150 October 31 and after. Fees include continental breakfast, lunch, and resource materials. Parking is \$8 for self-park or Valet parking is \$11.00 – Payment for parking made at time of arrival – Acquire Ticket at Front of Hotel first from parking attendant for self-parking. Enter on Figueroa Street.

☐ My check for \$\_\_\_\_\_ to **SCERT** is enclosed. Checks must be made out to SCERT.

☐ I will need this reasonable accommodation during the conference: \_\_\_\_\_.

Name \_\_\_\_\_ Title \_\_\_\_\_

Employer \_\_\_\_\_ Bus. Phone (\_\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_  
Type of Business \_\_\_\_\_ E-mail address \_\_\_\_\_ No. of Employees \_\_\_\_\_

Seating is limited. Reservations will be accepted on a first-come, first-served, basis. Reservation deadline is November 10. No refunds, but substitutions accepted. You will not receive a confirmation of your reservation.

**Questions? Contact Cathy Bell, (310)206-3476 (phone) (310) 206-3622 (fax).**

---

**Conference Site: Radisson Hotel at USC, 3540 South Figueroa Street, Los Angeles, CA 90007 Take the 110 Harbor Freeway and Exit on Exposition Blvd – Museum Exit – to Figueroa – the Hotel is just north of the intersection of Exposition Blvd and Figueroa. Parking: Acquire self-park ticket first in front of hotel for \$8.00 for the day or \$11.00 for valet parking. Please be prepared to pay with cash and request receipts. Hotel Phone number: (213) 748-4141**

## SCERT Board - 2008

Sharon Agnew, AA/EEO Compliance  
Senior Manager, Amgen – Co-Chair

Jonathan Boxer, Esq., Legal  
Department, California State  
University, Los Angeles

Andrew Friedman, Esq.  
Helmer & Friedman

Art Flores, **VICE CHAIR**  
Human Resources Consultant

Marcia Haight, SPHR  
President, Haight Consulting

Tippi Hall, Eastern Regional Manager,  
Diversity  
The Boeing Company

Joel P. Kelly, Esq., Of Counsel  
Jackson Lewis LLP

Wanda Kincy, Mgr., Diversity  
Consultant.  
Health Net, Inc.

Lily Kwan, Sr. Consultant **TREAS.**  
The Judicial Council

Charlene Lewis  
Director, Human Resources  
Center for Comm. & Family Services

Lloyd Loomis, Esq. – Co-Chair  
Lewis Brisbois Bisgaard & Smith

Howard Magee, Esq.  
Ogletree Deakins

Paula D. Pearlman, Esq.  
Executive Director  
Disability Rights Legal Center

Karen Seigel, Dir., Labor & Empl. Rel.,  
ADR & EEO Compliance  
Raytheon Company

Joan Smiles, Esq.  
Sidley Austin

Pamela Thomason, Esq., Sex. Har. &  
Title IX Officer, UCLA

M. Marie Waller  
Diversity & EEO Administrator  
The Aerospace Corporation

Betty Wilson, Community Affairs Dir.  
City of L.A. Dept. on Disability

DFEH Representative  
Windie O. Scott, Deputy Director  
CA DFEH

### About the Carol F. Schiller Award

In memory of Carol, SCERT has established the Carol F. Schiller Award to honor and acknowledge her commitment to civil rights. Carol F. Schiller actively contributed to the civil rights movement in Southern California for more than 25 years as an advocate for fair housing in the San Fernando Valley and later as a friend and colleague in the Department of Fair Employment and Housing. From 1983 to 1990, in her capacity as Deputy Director and Regional Administrator of the Department, Carol fought with tireless commitment and dedication to further the cause of civil rights in the Southern California area.

The 2008 Carol F. Schiller Award will be presented at the conference luncheon.